

94-2415 OH, CLEVELAND

06/04/02

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 WASHINGTON D.C. 20210

William W. Gross  
 Director

Division of  
 Wage Determinations

Wage Determination No.: 1994-2415  
 Revision No.: 22  
 Date Of Last Revision: 05/29/2002

State: Ohio

Area: Ohio Counties of Ashland, Ashtabula, Cuyahoga, Erie, Geauga, Huron, Lake, Lorain  
 Medina, Portage, Richland, Stark, Summit, Wayne

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.09
Accounting Clerk II	11.57
Accounting Clerk III	12.97
Accounting Clerk IV	15.12
Court Reporter	16.67
Dispatcher, Motor Vehicle	13.17
Document Preparation Clerk	11.84
Duplicating Machine Operator	11.84
Film/Tape Librarian	11.52
General Clerk I	8.26
General Clerk II	9.39
General Clerk III	11.01
General Clerk IV	13.21
Housing Referral Assistant	16.69
Key Entry Operator I	9.08
Key Entry Operator II	10.90
Messenger (Courier)	8.17
Order Clerk I	10.88
Order Clerk II	12.93
Personnel Assistant (Employment) I	11.49
Personnel Assistant (Employment) II	12.91
Personnel Assistant (Employment) III	15.15
Personnel Assistant (Employment) IV	17.04
Production Control Clerk	15.16
Rental Clerk	11.52
Scheduler, Maintenance	12.97
Secretary I	12.97
Secretary II	14.93
Secretary III	16.69
Secretary IV	18.23
Secretary V	21.29
Service Order Dispatcher	11.52
Stenographer I	11.80
Stenographer II	12.97
Supply Technician	18.23
Survey Worker (Interviewer)	12.98
Switchboard Operator-Receptionist	11.42
Test Examiner	14.93
Test Proctor	14.93
Travel Clerk I	10.24
Travel Clerk II	10.98
Travel Clerk III	11.79
Word Processor I	11.07

Word Processor II	15.75
Word Processor III	17.17
Automatic Data Processing Occupations	
Computer Data Librarian	10.31
Computer Operator I	10.16
Computer Operator II	13.36
Computer Operator III	15.83
Computer Operator IV	18.92
Computer Operator V	20.96
Computer Programmer I (1)	16.82
Computer Programmer II (1)	18.80
Computer Programmer III (1)	23.86
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	25.92
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.09
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	19.36
Automotive Glass Installer	18.02
Automotive Worker	18.02
Electrician, Automotive	18.73
Mobile Equipment Servicer	16.45
Motor Equipment Metal Mechanic	19.36
Motor Equipment Metal Worker	18.02
Motor Vehicle Mechanic	19.36
Motor Vehicle Mechanic Helper	15.71
Motor Vehicle Upholstery Worker	17.21
Motor Vehicle Wrecker	18.02
Painter, Automotive	18.73
Radiator Repair Specialist	18.02
Tire Repairer	15.89
Transmission Repair Specialist	19.36
Food Preparation and Service Occupations	
Baker	11.47
Cook I	10.46
Cook II	11.47
Dishwasher	8.58
Food Service Worker	8.44
Meat Cutter	12.84
Waiter/Waitress	9.04
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	18.73
Furniture Handler	13.89
Furniture Refinisher	18.73
Furniture Refinisher Helper	15.71
Furniture Repairer, Minor	17.22
Upholsterer	18.73
General Services and Support Occupations	
Cleaner, Vehicles	9.08
Elevator Operator	9.96
Gardener	11.51
House Keeping Aid I	8.25
House Keeping Aid II	9.49
Janitor	9.96
Laborer, Grounds Maintenance	9.99
Maid or Houseman	7.86
Pest Controller	13.22
Refuse Collector	9.08
Tractor Operator	11.30
Window Cleaner	10.68
Health Occupations	
Dental Assistant	13.40
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	11.02

Licensed Practical Nurse II	12.36
Licensed Practical Nurse III	13.83
Medical Assistant	10.88
Medical Laboratory Technician	12.36
Medical Record Clerk	11.40
Medical Record Technician	13.54
Nursing Assistant I	7.71
Nursing Assistant II	8.66
Nursing Assistant III	9.46
Nursing Assistant IV	10.61
Pharmacy Technician	12.11
Phlebotomist	12.36
Registered Nurse I	17.13
Registered Nurse II	20.97
Registered Nurse II, Specialist	20.97
Registered Nurse III	25.37
Registered Nurse III, Anesthetist	25.37
Registered Nurse IV	30.38
Information and Arts Occupations	
Audiovisual Librarian	16.56
Exhibits Specialist I	16.11
Exhibits Specialist II	18.75
Exhibits Specialist III	21.61
Illustrator I	16.32
Illustrator II	18.99
Illustrator III	21.88
Librarian	22.24
Library Technician	12.98
Photographer I	13.24
Photographer II	16.73
Photographer III	19.47
Photographer IV	22.44
Photographer V	26.18
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.65
Counter Attendant	7.65
Dry Cleaner	9.61
Finisher, Flatwork, Machine	7.65
Presser, Hand	7.65
Presser, Machine, Drycleaning	7.65
Presser, Machine, Shirts	7.65
Presser, Machine, Wearing Apparel, Laundry	7.65
Sewing Machine Operator	10.26
Tailor	10.91
Washer, Machine	8.30
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.82
Tool and Die Maker	21.52
Material Handling and Packing Occupations	
Forklift Operator	14.79
Fuel Distribution System Operator	17.40
Material Coordinator	14.89
Material Expediter	14.89
Material Handling Laborer	12.07
Order Filler	11.02
Production Line Worker (Food Processing)	13.60
Shipping Packer	14.23
Shipping/Receiving Clerk	14.23
Stock Clerk (Shelf Stocker; Store Worker II)	15.67
Store Worker I	11.46
Tools and Parts Attendant	14.95
Warehouse Specialist	14.17
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.36
Aircraft Mechanic Helper	15.71

Aircraft Quality Control Inspector	20.07
Aircraft Servicer	17.21
Aircraft Worker	18.02
Appliance Mechanic	18.73
Bicycle Repairer	15.89
Cable Splicer	20.49
Carpenter, Maintenance	18.73
Carpet Layer	18.02
Electrician, Maintenance	21.69
Electronics Technician, Maintenance I	15.89
Electronics Technician, Maintenance II	20.26
Electronics Technician, Maintenance III	26.29
Fabric Worker	17.21
Fire Alarm System Mechanic	19.36
Fire Extinguisher Repairer	16.45
Fuel Distribution System Mechanic	17.89
General Maintenance Worker	18.02
Heating, Refrigeration and Air Conditioning Mechanic	19.36
Heavy Equipment Mechanic	19.36
Heavy Equipment Operator	19.79
Instrument Mechanic	19.36
Laborer	13.23
Locksmith	18.73
Machinery Maintenance Mechanic	20.75
Machinist, Maintenance	19.29
Maintenance Trades Helper	15.71
Millwright	22.26
Office Appliance Repairer	18.73
Painter, Aircraft	18.73
Painter, Maintenance	18.73
Pipefitter, Maintenance	22.65
Plumber, Maintenance	20.49
Pneudraulic Systems Mechanic	19.36
Rigger	19.36
Scale Mechanic	18.02
Sheet-Metal Worker, Maintenance	19.36
Small Engine Mechanic	18.02
Telecommunication Mechanic I	19.36
Telecommunication Mechanic II	20.06
Telephone Lineman	19.36
Welder, Combination, Maintenance	19.36
Well Driller	19.36
Woodcraft Worker	19.36
Woodworker	16.45
Miscellaneous Occupations	
Animal Caretaker	9.42
Carnival Equipment Operator	10.00
Carnival Equipment Repairer	10.46
Carnival Worker	8.25
Cashier	8.28
Desk Clerk	10.13
Embalmer	18.55
Lifeguard	9.57
Mortician	20.41
Park Attendant (Aide)	12.02
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.03
Recreation Specialist	14.04
Recycling Worker	11.00
Sales Clerk	9.06
School Crossing Guard (Crosswalk Attendant)	9.08
Sport Official	9.57
Survey Party Chief (Chief of Party)	15.23
Surveying Aide	8.78
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.19
Swimming Pool Operator	13.19

Vending Machine Attendant	11.50
Vending Machine Repairer	13.19
Vending Machine Repairer Helper	11.50
Personal Needs Occupations	
Child Care Attendant	10.13
Child Care Center Clerk	12.64
Chore Aid	7.78
Homemaker	14.24
Plant and System Operation Occupations	
Boiler Tender	19.36
Sewage Plant Operator	18.73
Stationary Engineer	19.36
Ventilation Equipment Tender	16.56
Water Treatment Plant Operator	18.73
Protective Service Occupations	
Alarm Monitor	12.34
Corrections Officer	17.95
Court Security Officer	17.95
Detention Officer	17.95
Firefighter	16.16
Guard I	8.58
Guard II	14.83
Police Officer	19.73
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	16.72
Hatch Tender	16.72
Line Handler	16.72
Stevedore I	15.57
Stevedore II	16.95
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.65
Air Traffic Control Specialist, Station (2)	19.76
Air Traffic Control Specialist, Terminal (2)	21.77
Archeological Technician I	10.44
Archeological Technician II	11.68
Archeological Technician III	14.47
Cartographic Technician	19.84
Civil Engineering Technician	18.88
Computer Based Training (CBT) Specialist/ Instructor	25.20
Drafter I	11.13
Drafter II	13.85
Drafter III	17.49
Drafter IV	22.26
Engineering Technician I	13.89
Engineering Technician II	15.61
Engineering Technician III	18.04
Engineering Technician IV	20.98
Engineering Technician V	25.23
Engineering Technician VI	29.73
Environmental Technician	18.93
Flight Simulator/Instructor (Pilot)	25.49
Graphic Artist	20.49
Instructor	20.24
Laboratory Technician	15.06
Mathematical Technician	19.03
Paralegal/Legal Assistant I	14.93
Paralegal/Legal Assistant II	19.04
Paralegal/Legal Assistant III	23.31
Paralegal/Legal Assistant IV	28.19
Photooptics Technician	20.49
Technical Writer	20.67
Unexploded (UXO) Safety Escort	18.21
Unexploded (UXO) Sweep Personnel	18.21
Unexploded Ordnance (UXO) Technician I	18.21
Unexploded Ordnance (UXO) Technician II	22.04

Unexploded Ordnance (UXO) Technician III	26.41
Weather Observer, Combined Upper Air and Surface Programs (3)	17.91
Weather Observer, Senior (3)	21.41
Weather Observer, Upper Air (3)	17.91
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	16.10
Parking and Lot Attendant	7.86
Shuttle Bus Driver	12.62
Taxi Driver	9.52
Truckdriver, Heavy Truck	16.84
Truckdriver, Light Truck	12.62
Truckdriver, Medium Truck	16.10
Truckdriver, Tractor-Trailer	17.86

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole of continuous service with the present contractor or successor, wherever employed, and the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Colu Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute any of the named holidays another day off with pay in accordance with a plan communica to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a reg tour of duty, you will earn a night differential and receive an additional 10% of basi for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your ra basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees emplo in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives a incendiary materials. All operations involving regrading and cleaning of artillery ra

A 4 percent differential is applicable to employees employed in a position that repres a low degree of hazard when working with, or in close proximity to ordnance, (or employ possibly adjacent to) explosives and incendiary materials which involves potential inj such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjac

work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential

OCCUPATION NOTES:

Refuse Collector: The rate for the Refuse Collector occupation applies does not apply Cuyahoga County. See Wage Determination 1966-0048 for the wage rates and fringe benefit for Cuyahoga County.

\*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either the terms of the Government contract, by the employer, by the state or local law, etc. the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (\$67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contract officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 14 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupational classification and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report on the action, together with the agency's recommendations and pertinent information including position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) (2) Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupational Classifications" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.



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Duplicating Machine Operator	11.84
Film/Tape Librarian	11.52
General Clerk I	8.26
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Rigger	19.36
Scale Mechanic	18.02
Sheet-Metal Worker, Maintenance	19.36
Small Engine Mechanic	18.02
Telecommunication Mechanic I	19.36
Telecommunication Mechanic II	20.06
Telephone Lineman	19.36
Welder, Combination, Maintenance	19.36
Well Driller	19.36
Woodcraft Worker	19.36
Woodworker	16.45
Miscellaneous Occupations	
Animal Caretaker	9.42
Carnival Equipment Operator	10.00
Carnival Equipment Repairer	10.46
Carnival Worker	8.25
Cashier	8.28
Desk Clerk	10.13
Embalmer	18.55
Lifeguard	9.57
Mortician	20.41
Park Attendant (Aide)	12.02
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.03
Recreation Specialist	14.04
Recycling Worker	11.00
Sales Clerk	9.06
School Crossing Guard (Crosswalk Attendant)	9.08
Sport Official	9.57
Survey Party Chief (Chief of Party)	15.23
Surveying Aide	8.78
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.19
Swimming Pool Operator	13.19

Vending Machine Attendant	11.50
Vending Machine Repairer	13.19
Vending Machine Repairer Helper	11.50
Personal Needs Occupations	
Child Care Attendant	10.13
Child Care Center Clerk	12.64
Chore Aid	7.78
Homemaker	14.24
Plant and System Operation Occupations	
Boiler Tender	19.36
Sewage Plant Operator	18.73
Stationary Engineer	19.36
Ventilation Equipment Tender	16.56
Water Treatment Plant Operator	18.73
Protective Service Occupations	
Alarm Monitor	12.34
Corrections Officer	17.95
Court Security Officer	17.95
Detention Officer	17.95
Firefighter	16.16
Guard I	8.58
Guard II	14.83
Police Officer	19.73
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	16.72
Hatch Tender	16.72
Line Handler	16.72
Stevedore I	15.57
Stevedore II	16.95
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.65
Air Traffic Control Specialist, Station (2)	19.76
Air Traffic Control Specialist, Terminal (2)	21.77
Archeological Technician I	10.44
Archeological Technician II	11.68
Archeological Technician III	14.47
Cartographic Technician	19.84
Civil Engineering Technician	18.88
Computer Based Training (CBT) Specialist/ Instructor	25.20
Drafter I	11.13
Drafter II	13.85
Drafter III	17.49
Drafter IV	22.26
Engineering Technician I	13.89
Engineering Technician II	15.61
Engineering Technician III	18.04
Engineering Technician IV	20.98
Engineering Technician V	25.23
Engineering Technician VI	29.73
Environmental Technician	18.93
Flight Simulator/Instructor (Pilot)	25.49
Graphic Artist	20.49
Instructor	20.24
Laboratory Technician	15.06
Mathematical Technician	19.03
Paralegal/Legal Assistant I	14.93
Paralegal/Legal Assistant II	19.04
Paralegal/Legal Assistant III	23.31
Paralegal/Legal Assistant IV	28.19
Photooptics Technician	20.49
Technical Writer	20.67
Unexploded (UXO) Safety Escort	18.21
Unexploded (UXO) Sweep Personnel	18.21
Unexploded Ordnance (UXO) Technician I	18.21
Unexploded Ordnance (UXO) Technician II	22.04

Unexploded Ordnance (UXO) Technician III	26.41
Weather Observer, Combined Upper Air and Surface Programs (3)	17.91
Weather Observer, Senior (3)	21.41
Weather Observer, Upper Air (3)	17.91
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	16.10
Parking and Lot Attendant	7.86
Shuttle Bus Driver	12.62
Taxi Driver	9.52
Truckdriver, Heavy Truck	16.84
Truckdriver, Light Truck	12.62
Truckdriver, Medium Truck	16.10
Truckdriver, Tractor-Trailer	17.86

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plan civic and personal leave, severance pay, and savings and thrift plans. Minimum employ contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole of continuous service with the present contractor or successor, wherever employed, and the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Colu Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute any of the named holidays another day off with pay in accordance with a plan communica to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a reg tour of duty, you will earn a night differential and receive an additional 10% of basi for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your ra basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees emplo in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives a incendiary materials. All operations involving regrading and cleaning of artillery ra

A 4 percent differential is applicable to employees employed in a position that repres a low degree of hazard when working with, or in close proximity to ordnance, (or employ

possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential

#### OCCUPATION NOTES:

Refuse Collector: The rate for the Refuse Collector occupation applies does not apply Cuyahoga County. See Wage Determination 1966-0048 for the wage rates and fringe benefit for Cuyahoga County.

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either the terms of the Government contract, by the employer, by the state or local law, etc. the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week \$.67 cents per day). However, in those instances where the uniforms furnished are made "wash and wear" materials, may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of Government contract, by the contractor, by law, or by the nature of the work, there is requirement that employees be reimbursed for uniform maintenance costs.

#### \*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

#### Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contract officer.

#### REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 14 (SF 1444)}

#### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate

1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupational classification and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report on action, together with the agency's recommendations and pertinent information including position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) (2) Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupational Classifications" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember that it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.